

CHAPTER 12

REHIRE, REINSTATEMENT, TENURE, AND STATUS

1.0 REHIRE. If certified by the Personnel Director as meeting the current minimum qualifications for the class of position to which they are being appointed after having resigned while in good standing or having been separated without prejudice:

- A. A probationary employee shall be eligible for rehire in their former class of position with temporary or probationary status.
- B. A regular employee shall be eligible for rehire with temporary, seasonal, probationary, or regular status, such status being at the option of the Administrative Officer.
- C. A temporary employee shall be eligible for rehire in their former class of position with temporary status.

2.0 REINSTATEMENT. A regular or probationary employee on leave of absence without pay, shall be eligible for reinstatement to their former status and class of position in a position in a department without regard to other provisions of these regulations. A regular employee may be reinstated to a position having a different job specification than that of the position formerly occupied, if they are certified by the Personnel Director as meeting the current minimum qualifications for the class of position to which they are being appointed.

3.0 TENURE AND STATUS. The tenure of office of every regular employee shall be during good behavior and the satisfactory performance of their duties as recorded by their performance rating in accordance with Chapter 14 of these regulations. This provision, however, shall not be interpreted to prevent the separation of an employee because of the lack of funds or curtailment of work or the operation of a retirement program when made in accordance with these regulations, or the separation of a probationary employee without hearing or appeal.

4.0 In dismissals for cause and other punishments, like penalties shall be imposed for like offenses.

5.0 No person shall fill a position in an acting capacity for longer than a six (6) month period.

6.0 An employee of a County department who has attained Merit System status under the provisions of these Rules and Regulations shall retain such status without further examination.

7.0 If it is sought that any position which differs from its present status be exempted or tenured, a public hearing on the proposed exemption or tenure shall be held upon due notice and the concurrence of the Council.